

## U.S. Department of Labor

Employment and Training Administration  
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230 South Dearborn Street, 6th floor  
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1100 Main - Suite 1050  
Kansas City, MO 64105-2112

March 30, 2000

The Honorable Frank L. O'Bannon  
Governor of Indiana  
206 State Capitol  
Indianapolis, IN 46204

Dear Governor O'Bannon:

Congratulations, and again, welcome to America's Jobs Network. On behalf of Secretary Herman, I am pleased to inform you that Indiana is authorized to begin planning and implementing youth activities under Title I of the Workforce Investment Act (WIA) effective April 1, 2000. We applaud your efforts to take advantage of opportunities under WIA to provide improved services to youth in Indiana.

Indiana's Youth Plan and its March 10, 2000, response to our February 22 letter have been reviewed in accordance with the Workforce Investment Act, the Wagner-Peyser Act, their regulations and the Planning Guidance. In accordance with WIA section 112(c), a determination has been made that Indiana's Youth Plan appears to be fully consistent with these requirements.

The Department will be able to obligate Indiana's youth funds under Title I of the WIA on April 1, 2000. Accordingly, the State will have available its full youth allotment for the period April 1, 2000 through June 30, 2001. In addition, Job Training Partnership Act (JTPA) funds may be expended for WIA purposes under approved WIA State Plans, as provided for in Clause 3 of the PY 1999 JTPA Agreement. The State is approved to expend JTPA youth funds in accordance with the terms of its Unified Plan.

Enclosed are Indiana's youth negotiated performance goals for PY 2000, 2001 and 2002, and the adult and dislocated worker performance goals for PY 1999, 2000, and 2001, which were agreed upon by the State and the Department on March 23, 2000. It was agreed that the performance goals submitted for participant and employer customer satisfaction for all programs will be revisited after the Department has issued additional information for these measures as indicated in

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JTPA for  
C. H. R.  
Mike  
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the Department of Labor's Training and Employment Guidance Letter 8-99. The performance levels for years four and five will be negotiated prior to the beginning of the fourth program year.

We appreciated the State's submission of a fully reformatted State Plan to incorporate all the changes made to date, and would ask that, for our records, the State submit another fully reformatted State Plan once full agreement has been reached on the performance goals. The electronic format submitted is preferred, although hard copy may be submitted as well.

We also reviewed Indiana's modification to the WIA portion of its Unified Plan for the adult and dislocated worker programs, and the State's March 10, 2000, response, in accordance with WIA, the Wagner-Peyser Act, their regulations and the Planning Guidance. In accordance with WIA section 112(c), a determination has been made that Indiana's modifications appear to be fully consistent with these requirements. We would like to note that based on this review, we do have two comments. First, the State is reminded that Wagner-Peyser Act section 7(b) incentive funds must be used solely for Wagner-Peyser Act activities. Second, we do appreciate the State's cooperation to ensure that all individuals are served equitably and that no portions of the Plan indicate otherwise.

The WIA Grant Agreement for PY 2000 recently was sent to the State for signature. For your information, any changes to the current or future Wagner-Peyser Act agreement and associated funding documents will be communicated to the appropriate State officials under separate cover.

We appreciate the time and effort required in the development of this comprehensive Youth State Plan, which was incorporated in the State's Unified Plan. We look forward to working with you and your staff as Indiana continues to fully implement its Strategic Plan. Should you have any questions, please feel free to call me, Nick Lammers, or Elaine Tom of my staff at 312/353-3117.

Sincerely,



BYRON ZUIDEMA  
Regional Administrator

Enclosure

cc: Craig E. Hartzler, Commissioner, Department of Workforce Development

### Indiana Performance Goals

	Measure	PY'99	PY'00	PY'01	PY'02
State Developed	<b>System</b>				
	Wage Gainers	140,000	147,000	154,000	
	Skill Increases	2,000	3,000	4,000	
	Client Satisfaction	50%	50%	50%	
	Employer Satisfaction	50%	50%	50%	
Federally Mandated	<b>Satisfaction</b>				
	Participant Customer	65*	65*	65*	
	Employer Customer	60*	60*	60*	
	<b>Adults</b>				
	Entered Employment Rate	75%	76%	77%	
	Employment Retention Rate	80%	80%	80%	
	Earnings Change (6 Months)	\$3,400	\$3,500	\$3,600	
	Employment and Credential Rate	30%	40%	50%	
	<b>Dislocated Workers</b>				
	Entered Employment Rate	70%	72%	74%	
	Employment Retention Rate	85%	85%	85%	
	Earnings Replacement Rate	86%	88%	90%	
	Employment and Credential Rate	30%	40%	50%	
	<b>Youth 19-21</b>				
	Entered Employment Rate		69%	69%	69%
	Employment Retention Rate		76%	77%	78%
	Earnings Change (6 Months)		\$2,900	\$3,100	\$3,150
	Credential Rate		35%	45%	55%
	<b>Youth 14-18</b>				
	Skill Attainment Rate		62%	65%	67%
	Diploma Attainment Rate		40%	50%	55%
	Retention Rate		55%	55%	55%

\*Will renegotiate the customer satisfaction levels once DOL clarifies their adjustment methodology. At this time, there is no information available from DOL on the actual weighting scheme which will be used to create the index score.